

**SUPERINTENDENTS' ADVISORY COUNCIL (SAC) MEETING
MINUTES
NOVEMBER 12, 2003
8:30 A.M. – 2 P.M.
STATE BOARD ROOM**

Attending:

Lonnie R. Anderson, David Baird, David Boggs, Dr. Bill Brown, Dale Brown, Stephen Butcher, Monte Chance, Anna Craft, Dr. Stephen Daeschner, Linda France, Kay Freeland, Larry Harrison, Dr. Roland Haun, Dr. Ken James, Byron Jeffries, Steve Knight, Jan Lantz, Tim McGinnis, Lonnie Morris, Kevin Noland, Wayne Puckett, John Rosati, Gary Rye, Tom Sizemore, Dr. H. M. Snodgrass, James Lee Stevens, and Commissioner Gene Wilhoit

Budget/Legislative Discussion (Gene Wilhoit)

- Commissioner Wilhoit reported that the current-year budget appears to have a \$148 million shortfall. A cut in SEEK is unknown, and elementary and secondary education may or may not be protected during the next biennium.
- Commissioner Wilhoit will meet with Governor Fletcher's transition team this afternoon. It is anticipated that the Governor will put in place a research-based initiative that will provide support to all elementary schools to identify students who are not reading at the appropriate levels and provide targeted assistance to the identified students. **Due to concerns raised recently with The Reading Recovery Program, the Department of Education will be sending a message out confirming its support of The Reading Recovery Program as a legitimate intervention program. The Reading Recovery Program should not be used for the comprehensive school-wide reading program. Commissioner Wilhoit will share with the new transition team the need for additional federal funding for more Reading First grants.**
- Commissioner Wilhoit solicited the SAC's assistance in finding the source (publication) that addresses administrative costs in Kentucky and whether these costs are taking from resources that can go to the classroom. **Dr. Roland Haun will provide Commissioner Wilhoit with positive data on administrative costs in Kentucky. The Commissioner would also like to look at Kentucky's administrative costs compared to other states.**

Sharing Local Activities (Gene Wilhoit)

- STI concerns continue statewide. **Superintendent Craft will provide Commissioner Wilhoit with a list of five major concerns with STI.** Commissioner Wilhoit indicated a fiber pipeline is needed for everyone.
- **Commissioner Wilhoit will look into why the LEAD Report is coming back in numerous pages that do not identify problems.**
- Superintendent Freeland indicated a problem her district has with trained bus drivers having to wait 8 or more weeks for the criminal records check to come back, so they can take their test. **Commissioner Wilhoit reported that KDE will look into this.**
- The coding of students that drop out of high school to pursue a GED continues to be a problem. **Superintendent Snodgrass encouraged the Commissioner to look at the language in the pupil attendance regulation.** Specifically look at the language on students who withdraw due to death being considered dropouts. This needs to be aligned with NCES's language regarding lengthy illnesses and at least put in additional codes to address those specific scenarios, so that these students aren't considered dropouts. Concern was expressed with not having facilities for severely disabled students who complete programs who should be considered successful and with the courts ordering students to drop out of school and enroll in GED programs. **KDE is looking at interventions and continuing of services for possible dropouts to keep them in school. Commissioner Wilhoit asked that this item be placed on a future SAC agenda.**
- Dr. Haun presented the SAC KASS's Legislative Agenda.
- Commissioner Wilhoit reported that the Lexington Herald would be doing a 16-page spread on NCLB. KDE will implement NCLB while preserving Kentucky's system. NCLB will affect more dramatically those schools with diverse populations. The Commissioner has talked with four or five other states that have common concerns with NCLB and a by-product of that conversation is an agenda to improve those parts of the law such as subpopulation accountability, children with disabilities. Superintendent Freeland reported that at a recent

federal showcase at Morehead State University, Secretary Paige commented that states needed to look at all the successes of the “charter schools.” **The Commissioner indicated the need to start challenging these types of statements.**

AYP Issues Including Using the CATS Proficient Level as Proficient for NCLB Versus Using the CATS Apprentice Level, Definition of Full Academic Year, and the Reporting Timelines Solution (Scott Trimble)

- The Office of Assessment and Accountability will run comparison reports using the CATS proficient level as proficient for NCLB vs. using the CATS apprentice level. **These reports will be shared with KBE at their December meeting.**
- The NCLB Act, in terms of which students count for accountability, is based upon a state’s definition of a student having been in the school for a full academic year. **Therefore, two different proposals (one by LSAC and one by SCAAC) defining a full academic year will be considered by the KBE at their next meeting.** Dr. Snodgrass commented that the SCAAC assumed that the State Board was to adopt one definition for both CATS and NCLB, however, since this does not seem to be the case even though this is recommended by SCAAC. If the board adopts two definitions, SCAAC would recommend adopting the LSAC definition for NCLB.
- Federal law says that ultimately, states are going to have to make judgments about AYP and make those judgments available to schools before school starts. Commissioner Wilhoit indicated that the turnaround time in Kentucky is inappropriate and has to be changed. **Therefore, KDE is trying to develop all kinds of systems to hold off on testing as late as possible in the year but also get the results back sooner.** Promising breakthroughs are technology and in-state scoring. **The Commissioner welcomed a conversation with SAC members or staff that have ideas to contribute to this development process.**

Kentucky’s English Language Proficiency Standards (Latricia Bronger, Scott Trimble, and Bill Insko)

- KDE thinks the LEP standards meet federal intent and are documents that can be helpful to district staff. The feds have requested more information about grade spans. They want a delineation of what standards are for a specific level. Sessions are planned for the Kentucky Teaching and Learning Conference.
- **One concern voiced by SAC members is that smaller districts have a hard time securing staff for their LEP students. It was recommended that school districts go together and share staff.**
- The KDE is part of a Council of Chief State School Officers (CCSSO) work group designing and developing an assessment of English language proficiency that will be linked to our state’s English Language Development standards. Commissioner Wilhoit recommended putting this item back on SAC’s agenda when an update on the status of the implementation of the English Language Development Assessment is warranted.

SAELP II – Review of Lessons Learned from SAELP I and Direction Setting for SAELP II (Linda France)

- Linda France shared some emerging leadership issues for Kentucky. As Kentucky moves into Phase II of SAELP, it is time to reflect on lessons learned. Kentucky has learned that:
 - ✓ There isn’t a shortage of principal and superintendent candidates and that there are plenty of certified people for these positions.
 - ✓ The right candidates (natural leaders) for the job need to be identified and supported throughout the certification preparation programs, the application process, the selections process by SBDM Councils (need assurance prior that these candidates will be selected), and that support should follow them into the school building where they should be provided professional development needed to promote student achievement.
 - ✓ Distributed and collective leadership within the school building and district is the key.
 - ✓ Managerial leadership is very important.
 - ✓ School culture must be looked at to enhance instruction.
 - ✓ **Teachers with three years of experience can come out of the classroom and go into the administrative preparation programs and many times it is their desire to work on a master’s program. However, because there is not a content master’s available this becomes a process of elimination for teachers when they end up with a certification in administration. Something at the master’s level is needed related to teacher leadership and content expertise that could serve as a stepping stone to moving the teacher into preparation programs for principals and**

superintendents. Ms. France will contact Dr. Paula Little from Clinton County has designed an alternative master's program.

- Western Kentucky University has revamped their entire leadership development program and is in the process of making important shifts in their preparation program. The JCPS is using their LEAD grant from the Wallace Readers Digest Foundation to survey and collect data on leadership at the school level and separate management from instructional leadership. Ms. France indicated that an RFP on the standards and indicators is being sent out. Writing will be done in December that will involve some combined effort with the lead district and some statewide. Good ideas will bring more money to Kentucky (\$600,000 per year is possible). Ideas should be different and show promise. The superintendents were asked to e-mail Linda France (lfrance@kde.state.ky.us) an additional ideas they may have for Phase II of SAELP.
- The SAC added the following comments and recommendations:
 - ✓ Dr. Freeland reported that Rowan County Schools are looking at Palm Pilots for the principals to use when they walk through the building, so they can record what is going on in the classroom for trend data to be collected.
 - ✓ Dr. Haun suggested using information on leaders of already successful schools. He also recommended the sabbatical for training concept. Superintendents would need to identify teachers, who have respect of their peers and who show leadership qualities, for sabbatical training. Put these teachers back into a mentorship role, before they become fully certified, with a very good principal who has been identified by the superintendent. Legislative change may be needed for this process to be successful. Some superintendents reported that they ask the leadership teams in the schools to select recognized leaders within their own facility. One resource that is missing in this process is the professional development component in order to bring all leadership teams within a district together to have a centralized focus.
 - ✓ Dr. Haun recommended training for central office staff. He is familiar with a model used by the military that he could share.
 - ✓ Dr. Ken James recommended looking at SREB's research around tapping potential leaders and building that capacity and is willing to share with anyone who is interested. The Fayette County Schools is pursuing the idea of an academic dean in each high school to focus on the instructional piece.

Development of Regional Delivery Systems to Respond to District Requests for Scholastic Reviews (Linda France)

- Due to the numerous requests for Scholastic Audits, the KDE is looking at developing a different system for the delivery of these services. Training is needed for individuals within districts who could become a cadre of trained reviewers who would go out into other districts and who could help with reviews at the state level. A model similar to the Southern Association model has been discussed.
- **It was suggested that KDE look at the educational cooperatives as the center of organization for the Scholastic Audits. Highly skilled retired teachers could also be used in this process. The state would provide the resource base for the audits.**
- Several SAC members are concerned with the recommendations not being implemented by the schools. **They recommended another step be added where monitors go back into the low-performing schools to ensure movement on the recommendations. Also, adding a classified administrator on the team may help them have more ownership of what is going on in their school.** Ms. France noted that research is being done to find out what is being done with the reports after the audits. Common recommendations coming out of the reviews will help inform KDE's professional development, the definition of its work, and strategic plan.
- **It was recommended that the KDE develop training on conducting cultural audits. Commissioner Wilhoit will look into this.**
- The SAC applauded the Scholastic Audit process.

Defining New Roles and Relationships Between the Superintendent and the Principal in Leading Change (Linda France)

- Linda France informed the superintendents regarding the work that she and other southeastern superintendents have been involved in over the past 3 or 4 years with the Center for Leadership Reform. She served as part of a network of superintendents who engaged in intensive inquiry work around what principals need from superintendents to lead change. Principals were given a survey and their responses

were analyzed by eight areas of the superintendent's role, and trends and patterns were identified. **Once this information is finalized, Ms. France will send it out to the SAC. This information will be presented at AASA this year. There will be a pre-conference scheduled around this work. The superintendents will be e-mailed the survey. Ms. France encouraged the superintendents to participate in this survey.** A common message that was found across the eight categories was that the principals felt it takes a lot of courage to lead change. **This item will be placed on the next SAC agenda for an update.**

STI Data Standardization and Collection/Budget/Miscellaneous (Gene Wilhoit/Linda France)

- Commissioner Wilhoit summarized STI technical issues of concern of the superintendents: SELP, SETS Module (Child County coming up and there is an inability to merge information), Food Service Module, and close out taking until the next year.
- Support from the Help Desk is still a waiting game. One superintendent reported that in his meeting with Mr. Faulkner, he was promised that someone would be to the district immediately to address the SETS Module and that was 6 weeks ago.
- Superintendents voiced their concern with STI has becoming a full-time position. **They suggested looking at funds (KETS offer of assistance). Lead way is needed for personnel.**
- There is concern with a lack of field-testing of items. Superintendents receive items and possibly three or four patches will follow.
- School boards are holding superintendents responsible for STI problems.
- **Commissioner Wilhoit promised that he and Ms. France would have a direct and aggressive conversation with the appropriate people.**
- **Commissioner Wilhoit will see that superintendents receive a revised four-tiered budget document.**
- **On a future SAC agenda, bring back for discussion an exit exam for Kentucky.**
- **Commissioner Wilhoit will see that the SAC receives a summary of how many districts are offering preschool to all students.**

NEXT MEETING: JANUARY 12, 2004